

Senior Leaders' Pledge

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I commit to:	I will demonstrate this commitment by:
1. Providing visible and proactive leadership to improve D&I in my organisation, by	<ul style="list-style-type: none"> • Being personally involved in establishing an equitable D&I environment • Putting my name to a public statement of the organisation's commitment to D&I and of its D&I objectives, strategy and policies • Empathetically working with colleagues from under-represented groups
2. Taking D&I seriously at the highest level	<ul style="list-style-type: none"> • Encouraging senior colleagues to provide visible and proactive leadership on D&I issues • Recognising D&I values at board/partnership level • Ensuring D&I is a standing agenda item at board/partnership meetings
3. Embedding and valuing D&I throughout the organisational culture	<ul style="list-style-type: none"> • Building a culture in which the whole of the firm is committed to equality, equity and fairness in order to support D&I values
4. Building trust and safe spaces throughout the organisation	<ul style="list-style-type: none"> • Maintaining a zero-tolerance policy on discrimination and harassment Encouraging provision of a safe environment for all staff, at all levels, to be open about their identities • Leading by example by sharing my journey to privilege
5. Educating myself and my colleagues about D&I issues	<ul style="list-style-type: none"> • Promoting and supporting privilege awareness for staff at all levels, including board/partnership level • Making space for D&I-related awareness activities
6. Sharing my privileges	<ul style="list-style-type: none"> • Continuing to ensure an open and equitable recruitment process for all • Looking to IP Inclusive guidelines on recruiting for enabling social mobility¹ and access to the IP professions • Ensuring that our firm is aware of, and ideally involved with, IP Inclusive's Careers in Ideas outreach initiative²
7. Insisting on equity	<ul style="list-style-type: none"> • Continuing to promote fair, equal and inclusive recruitment and promotion procedures throughout the firm to enhance diversity

¹ See <https://ipinclusive.org.uk/resources/recruiting-for-social-mobility/>

² See <https://ipinclusive.org.uk/careers-in-ideas/>



	<ul style="list-style-type: none">• Reviewing the procedures with senior colleagues to evaluate their impact on D&I levels in the firm, and striving to make improvements where possible
8. Working closely with management colleagues to achieve this	<ul style="list-style-type: none">• Maintaining involvement of management personnel in board/partnership level decision making on D&I-impacting issues• Encouraging and supporting management personnel to effect D&I-related changes in the firm

